Prevention of Sexual Harassment

Great Plains Regional Medical Command

Why do we do POSH training 2X a year?

…..cuz some people just don’t get it

- The EEOC reports over **12,000** sexual harassment complaints per year

- The Army reported **119** formal sexual harassment complaints in FY 07

- 1/3 of women in the military and 6% of men said they were sexually harassed
- 66% have experienced verbal sexual harassment
- 33% have experienced physical sexual harassment
- 7% were sexually assaulted
- 43% were harassed by their supervisor
- 27% were harassed by someone senior (superior) to them
- 19% were harassed by a co-worker
- 8% were harassed by a subordinate

90% took no action

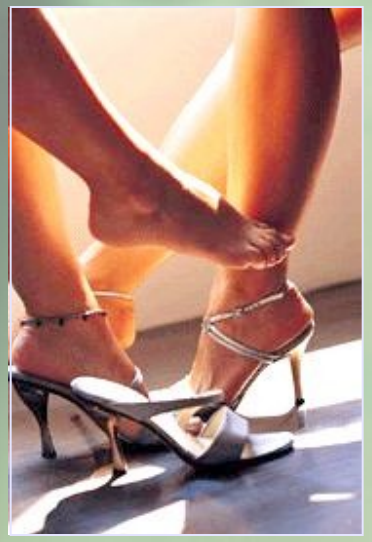
- 52% believe nothing would be done if they reported the harassment
- 43% believe they would be ridiculed
- 30% believe they would be blamed or suffer repercussions
- 1-7% of women file a Formal complaint
- Most victims ignore the harasser
- 7.5% complain to their supervisors
- 17% ask for a transfer
- 2% seek legal counsel

- 66% of harassers are married
- 37% of harassers are supervisors
- 82% of the accused harassers don’t believe they did anything wrong

100% of the time it is our job to prevent sexual harassment in the workplace!!!!

Prevention of Sexual Harassment

- What is Sexual Harassment?
- Behaviors of Sexual Harassment
- Effects of Sexual Harassment on Others?
- What you should do if you experience Sexual Harassment?



Prevention of Sexual Harassment

What is Sexual Harassment?

Title VII Civil Rights Act of 1964 Section 703

Army Regulation 600-20

Prevention of Sexual Harassment

Sexual Harassment is:

unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute Sexual Harassment

Prevention of Sexual Harassment

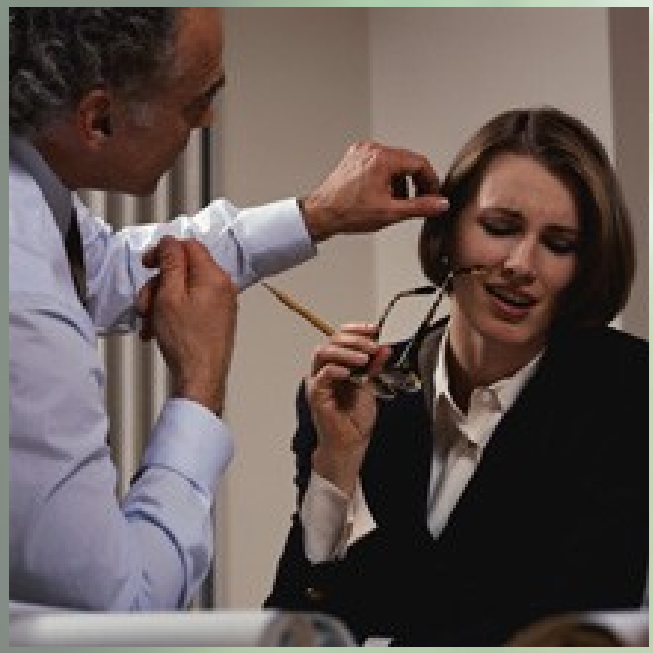
Types of Sexual Harassment

Quid Pro Quo:

"This for That"

Hostile Work Environment:

"Intimidating Factors"

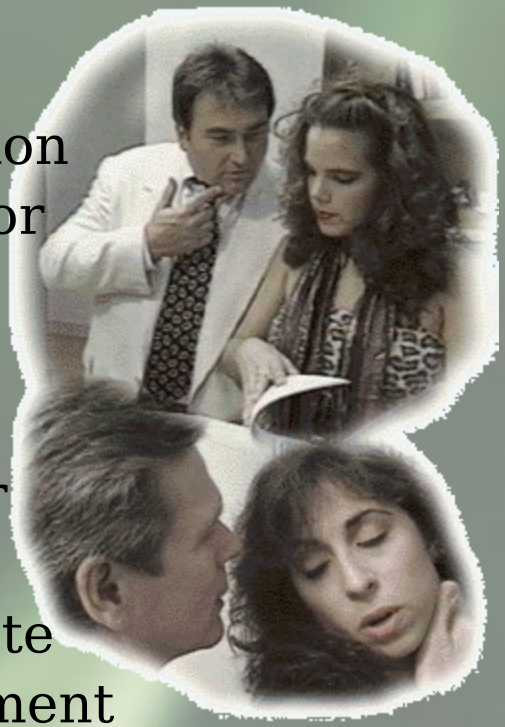


What is Sexual Harassment?

QUID PRO QUO

Employment situation based upon giving or not giving a sexual favor

- Failure to hire or promote
- To hire or promote
- Awards, employment opportunities



HOSTILE WORK ENVIRONMENT

is to intimidate or to harass

- Jokes
- Pictures
- Conversation
- Other acts of a sexual nature

WOULD YOU RECOGNIZE SEXUAL HARASSMENT?

VERBAL

- Sexual stories or questions about a person's sexual experiences or preferences
- Jokes
- Using "four-letter" obscenities
- Inappropriately commenting on a person's body and/or appearance
- Asking for dates
- Making suggestive sounds or whistling
- Calling someone names such as honey, doll, babe; stud, hunk

NON-VERBAL

- Staring at a person
- Following or blocking a person
- Showing sexually explicit pictures, cartoons or other visuals
- Making suggestive gestures
- Sending unwanted notes or other material
- Giving unwanted personal gifts
- Exposure

PHYSICAL

- Touching a person
- Leaning over a person
- Standing too close to a person
- Brushing up against a person
- Kissing
- Caressing
- Pinching
- Actual/Attempted Rape

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“UNWELCOMED” is the Key Word

Unwanted

Unsolicited

Offensive

Unlawful

Related Elements of Sexual Harassment

- Intent vs. Impact
- Reasonable Person Standard

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Impact vs. Intent

Assessing whether the behavior is appropriate or offensive must be done from the perspective of the recipient, not the alleged harasser.

“Reasonable Person” Standard?

- The “Reasonable Person” standard is a legal standard used to determine what behavior is offensive in a legal case involving sexual harassment. Keep in mind, that a Court gives more weight to the victim’s *perception* rather than the perpetrator’s *intention*. The question asked is: Would the behavior substantially affect the work environment or psychological well-being of a reasonable female/male from the perspective of the victim?

Effects of Sexual Harassment

- **Causes Emotional Distress**
- **Lowers Productivity**
- **Lowers Morale**
- **Increases Employee Turnover Rates**
- **Increases Absenteeism**
- **Inhibits Growth and Creativity**

Sexual Harassment Checklist

- Is the behavior inappropriate for the workplace?
- Is the behavior sexual in nature or connotation?
- Is the conduct unwanted, unwelcome, or unsolicited?
- Do the elements of power, control, or influence exist?
- Does the situation indicate a quid pro quo relationship?
- Have sexual favors been demanded, requested, or suggested?
- Does the behavior create a hostile or offensive environment?
- How would a “reasonable person” be affected?

Identify the Problem

- Do you know if sexual harassment exists in your work environment? Look for the following indicators. Any of these elements may constitute sexual harassment.

Identify the Problem

- **Physical Contact** - Squeezing a worker's shoulder or putting a hand around his or her waist.

- **Gestures -** Puckering one's lips suggestively or making obscene signs with one's fingers or hands

- **Pictures** - Pin-ups, particularly those of scantily-clad individuals.

Identify the Problem

- **Terms of Endearment** - calling a co-worker “honey”, “dear”,
  “sweetheart”, or some similar expression. The effect is the
  primary issue rather than intent. Even if the person means
  nothing to you” or you have “used the term for years”, you
  should be aware that these expressions are inappropriate.

- **Questionable Compliments** -
  - “Nice legs!”
  - “You look hot in that outfit!”.

What To Do If You Experience Sexual Harassment

- **Preventing sexual harassment is EVERYONE'S responsibility**
- Tell the person the behavior is unwanted, unwelcome, or unsolicited, and **to stop**
- Keep a record
- Ask co-workers if they observed the behavior
- Tell someone
- Contact the EO or EEO office

Who should I contact if I experience Sexual Harassment?

- Supervisor/Manager
- EEO Office
- Human Resource Management Service
- Union Official
- Office of Resolution Management
- Special Emphasis Program Manager
- Supervisor
- EO Office
- Commander
- Chaplain
- Inspector General

Points of Contact:

Your Local Equal Employment Opportunity Office

SFC Matthew Crown
GPRMC EO Advisor
210-295-2353